

A G R E E M E N T

between the

BOARD OF EDUCATION
TOWNSHIP OF GLOUCESTER Township
and Board of Education

GLOUCESTER TOWNSHIP
SCHOOL SERVICE
PERSONNEL ASSOCIATION

X July 1, 1981 to June 30, 1983

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PREAMBLE

The Gloucester Township Board of Education, Blackwood, Camden County, New Jersey, hereinafter known as the "Board", and the Gloucester Township School Service Personnel Association, N.J.E.A. hereinafter known as the "Association", hereby agree as follows:

Article I - Recognition

- A. The Board recognizes the Association as the sole and exclusive representative of the employees in the following classifications: bus drivers, mechanics, cafeteria aides, teaching aides, non-confidential or administrative secretarial and clerical positions, maintenance, custodial and cafeteria personnel, preventive maintenance repairmen, inventory control clerks, delivery clerks, and matrons; and the parties agree that the following classifications are excluded from the bargaining unit - all supervisors, executive secretaries, administrative secretaries and PBX operators.
- B. Unless otherwise indicated, the term "employee" when used hereinafter in this agreement, shall refer to all employees represented by the Association in the bargaining unit as above defined, and references to male employees shall include female employees.

ARTICLE II - NEGOTIATION OF A SUCCESSOR AGREEMENT

- A. The parties agree that they will enter into negotiation on a successor agreement to this contract or negotiation of reopener provisions in this contract according to the one hundred and twenty (120) day time schedule prior to the budget submission date of the Board of Education that is enumerated in the State Statutes Public laws, Chapter 303 and Chapter 123 as amended.
- B. This agreement shall not be modified in whole or in part by the parties, except by an instrument in writing duly executed by both parties.
- C. The Board agrees not to negotiate concerning employees in the bargaining unit as defined in Article I of this agreement, with any organization other than the Association for the duration of this agreement.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions -

- 1. A "grievance" is an allegation by an employee or the Association that there has been a misinterpretation, misapplication or violation of any of the specific provision of this agreement or a specific school district personnel policy.
- 2. An "aggrieved person" is the person or persons making the claim.

ARTICLE III - - Continued

4. Level Two

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he/she or the Association - must submit the grievance in writing within six (6) school days to the Superintendent of Schools.

5. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level Two, or if no decision has been rendered within ten (10) school days after the grievance was delivered to the Superintendent, he or the Association may submit in writing the grievance to the Board of Education within five (5) school days after a decision by the Superintendent or fifteen (15) school days after the grievance was delivered to the Superintendent. The Board of Education will review the grievance in caucus with the person and/or representatives from the Association. At Level Three, following the review of the grievance, the Board shall set forth in writing its decision and the reason(s) therefore within thirty (30) days from the date of submission of the grievance to the Board.

6. Level Four

- (a) If the aggrieved person determines that the grievance is not satisfied, the grievance may be submitted to arbitration within fifteen (15) school days by the aggrieved person or GTSSPA Committee if so requested.
- (b) Within ten (10) school days after such written notice of submission to arbitration, the Board and the aggrieved person and/or the GTSSPA Committee shall attempt to agree upon a mutually acceptable arbitrator and shall obtain such a commitment within the specified period. A request for a list of Arbitrators may be made to the American Arbitration Association by either party. The parties shall then be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.
- (c) The arbitrator so selected shall confer with the representatives of the Board and the aggrieved person and/or the GTSSPA Committee and hold hearings promptly and shall issue his decision. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violation of the terms of this Agreement. The decision of the arbitrator shall be submitted to the Board, the aggrieved person and the Association and shall be final and binding on the parties.

ARTICLE V - - Continued

participate during working hours in negotiations, grievance proceedings, conferences, or meetings, he shall suffer no loss in pay.

- C. Representatives of the Association, the New Jersey Education Association, shall be permitted to transact official Association business on school property provided that this shall not interfere with or interrupt normal school operations. Said representatives shall make the Superintendent or appropriate non-instructional supervisor aware of their presence in the building.
- D. The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings upon application for use of buildings through the Superintendent of Schools.
- E. The Association shall have, in each school building, the exclusive use of a specified area on a bulletin board. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. Copies of all materials to be posted on such bulletin boards shall be signed by an officer or senior representative of the GTSSPA, given to the Building Administrator, and approval shall be required.
- F. The Association shall have the right to use the inter-school communications as it deems necessary and upon approval of the Superintendent of Schools.
- G. The rights and privileges of the Association and its representatives as set forth in this Agreement shall be granted only to the Association as the exclusive representative of the employees, and to no other employee organizations.
- H. The Association shall have the right to contact the vendor to obtain expendable office supplies and other materials from the Board's suppliers at the price paid by the Board.

ARTICLE VI - WORKYEAR

- A. The work year for 10 month employees shall be defined as follows:

Bus Drivers	180 days
Cafeteria Helper	180 days
Cafeteria Manager & Assistant	182 days
Teacher Aides	180 days
Secretaries (10 month contract) - September 1 through June 30.	
- B. Twelve month employees shall serve on a contractual basis from July 1 through June 30 of the succeeding school year.

ARTICLE IX - - Continued

- B. Vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceeding the employee's vacation period. Vacations shall be scheduled and granted for periods of time requested by the employee, subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greatest seniority, as it relates to total years of service with the district, shall be given his choice of vacation periods in the event of any conflict in selection. No vacation time will be approved during peak periods of school operation. All vacations will be granted in accordance with the existing personnel policy on vacations.

All twelve (12) month contractual personnel shall be entitled to the following vacation allowances:

Employed

9 to 12 months	1 week vacation
13 to 60 months	2 weeks vacation
61 to 120 months	1 additional day for every 12 months
121 to 240 months	1 additional day for every 24 months

ARTICLE X - EMPLOYMENT PROCEDURES

- A. Employees shall be notified of their contract and salary status for the ensuing year no later than April 30, as long as contract negotiations and the school budget have been finalized by that date.

ARTICLE XI - SENIORITY

- A. A regular full-time employee's seniority shall date from his most recent starting date of full-time employment within the bargaining unit described in Article I.
- B. Seniority shall only be applicable as one factor in question regarding job assignments, transfers, and promotions. The other factors that will be given primary consideration are skill, ability, experience and training. If all of these factors are equal, then seniority will be controlling. The determination as to the equity of the factors will be made by the Board of Education or its designee.
- C. All regular full-time employees shall serve a probationary period of thirty (30) workdays uninterrupted by any type of service break, during which time they will be termed "probationary employees". Probationary employees service with Board may be terminated at any time by the Board in its sole discretion and neither the employees who were terminated nor the Association shall have recourse to the grievance procedure over such termination. During the probationary period an employee shall not be eligible for employee benefits. After an employee has successfully completed his probationary period

ARTICLE XIII - VOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. When the work year is in progress, a notice shall be posted in each work area on the central office bulletin board as far in advance as practical and no less than five (5) work days before the application must be submitted. A copy of said notice shall be given to the Association at the time of posting. Employees who desire to apply for such vacancies shall submit their applications in writing to the Personnel Director within the time limit specified in the notice, and the Personnel Director shall acknowledge promptly in writing the receipt of all such applications.
- B. Employees who desire to apply for transfer opportunities which may be filled during the summer period when the school is not regularly in session shall submit their names to the Personnel Director, together with the position or positions for which they desire to apply, and an address where they can be reached during the summer. The Personnel Department shall notify such employees of any vacancy in a position for which they desire to apply. Such notice shall be before the application must be submitted. In addition, the Personnel Department shall, within the same time period, post a list of promotional positions to be filled during the summer period at the central office bulletin board and in each work area.
- C. If the notice is posted by the Board of Education, it shall contain a description of the position, the necessary qualifications, the duties and the approximate rate of compensation, where applicable. If any change in any of the above occurs, this shall be posted and the Association shall receive a copy of the posting.
- D. All employees interested in the transfer opportunity must submit their application according to the time limit specified in the posted notice. Once the time limit has elapsed, no additional applications will be considered. The Board and Personnel Department will give due consideration to the skill and ability of each employee to perform the work, the seniority of the employee within the district and within the department, if applicable, and any other relevant factors. Each employee applicant that is not selected shall, upon request, have an opportunity to discuss the matter with the Personnel Department. Appointments shall be made as soon as possible after the notice is posted in the schools' work locations or the notice is received by the interested parties.
- E. If a position is created that requires the performance of additional duties, the Board of Education shall determine the allocation of such position, giving consideration in assignment of such position to employees in the bargaining unit who have the necessary skill and ability and sufficient seniority, before outside persons are considered.

ARTICLE XIV - INVOLUNTARY TRANSFERS AND REASSIGNMENTS

- A. Notice of an involuntary transfer or reassignment shall be given the employees as soon as practical, and, except in cases of emergency, not later than April 30 of each work year.

ARTICLE XV - - Continued

- notify such employees of any vacancy in a position for which they desire to apply. Such notice shall be sent as far in advance as practicable, but no less than five (5) days before the application must be submitted. In addition, the Personnel Department shall, within the same time period, post a list of promotional positions to be filled during the summer period at the central office bulletin board and in each work area.
- B. If a note is posted by the Board of Education, it shall contain a description of the position, the necessary qualifications, the duties and the approximate rate of compensation, where applicable. If any change in any of the above occurs, this shall be posted and the Association shall receive a copy of the posting.
 - C. All employees interested in the promotional opportunity must submit their application according to the time limit specified in the posted notice. Once the time limit has elapsed, no additional applications will be considered. The Board and Personnel Department will give due consideration to the skill and ability of each employee to perform the work, the seniority of the employee within the district and within the department, if applicable, and any other relevant factors. Each employee applicant that is not selected shall upon request, have an opportunity to discuss the matter with the Personnel Department. Appointments shall be made as soon as possible after the notice is posted in the schools' work locations or the notice is received by the interested parties.
 - D. If a position is created that requires the performance of additional duties, the Board of Education shall determine the allocation of such position, giving consideration in assignment of such position to employees in the bargaining unit who have the necessary skill and ability and sufficient seniority, before outside persons are considered.

ARTICLE XVI - EMPLOYEE EVALUATION

- A. All employees covered by this agreement will be subject to the employee evaluation procedures of the school district.
- B. All employees will receive copies of the evaluations completed by their supervisors. If an employee wishes to discuss his evaluation, the employee should contact his or her immediate supervisor and arrange a conference within ten (10) days after the conference is requested by the employee involved.

ARTICLE XVII - EMPLOYEE ADMINISTRATION LIAISON COMMITTEE

- A. The Association's representatives shall meet with the Superintendent periodically during the year to review and discuss current problems and practices of mutual interest in the administration of this agreement.

ARTICLE XXI - BULLETIN BOARDS

- A. The Board agrees to provide bulletin board space which may be used by the Association for the following notices:
 - 1. Notices of Association meetings.
 - 2. Notices of Association elections and the result where they pertain to the Board employees.
 - 3. Notices of Association recreational and social events.
 - 4. Notices concerning union affairs which are not political or controversial in nature.
- B. It is agreed that all notices prior to being posted shall be presented to the Superintendent's office for his or her approval.

ARTICLE XXII - TEMPORARY LEAVES OF ABSENCE

- A. Employees shall be entitled to the following temporary non-accumulative leaves of absence with full pay each school year except as provided in Section A-4 of this article:
 - 1. All employees shall be granted personal leave not to exceed three (3) days per year with full pay for urgent personal reasons.
 - (a) One (1) personal day shall be granted to the applicant and the applicant shall not be required to state the reason for taking such leave on that one day.
 - (b) One (1) personal day shall be granted to the applicant upon application to the Superintendent provided that the reason stated and verified in the application is for urgent personal business.
 - (c) A third day will be granted for occupational leave upon application and approval of the Superintendent. The occupational day must be used for visitation of other schools, seminar attendance or attendance at a program that will increase the skill or knowledge of the employee requesting the day. The Superintendent must give approval to the employee for the utilization of this day and the Superintendent must approve in advance any expenses that will be submitted for reimbursement by the employee if they would be incurred by the Superintendent's approval of this occupational day.
 - (d) Any application for a "personal day" must be submitted two (2) school days prior to the day requested except in the event of an unforeseeable emergency. In cases of unforeseeable emergencies, the employee shall contact the Superintendent as soon as the employee becomes aware of unforeseeable emergency.

ARTICLE XXIII - EXTENDED LEAVES OF ABSENCE

- (a) The employee cannot produce certification from her physician stating that she is medically able to continue work, or
 - (b) The Board's chief medical officer and the employee's physician agree that she cannot continue her work assignments, or
 - (c) Following a difference of medical opinion between the Board's chief medical officer and the employee's physician, the Board may request expert consultation in which case the two (2) physicians shall agree in good faith on a third impartial physician who shall examine the employee and whose medical opinion shall be conclusive and binding on the issue of medical capacity to continue work.
 - (d) If an employee's physician certifies that she is medically able to continue work and the Board in good faith relies upon this certification and the employee suffers injury during work activities which causes some type of medical harm to her pregnancy because the employee desired to continue to work and the Board accepted and relied upon her physicians statement of fitness, the Board shall be released from all liability for such work-related injuries.
3. Any request for maternity leave shall include the date when such leave will be expected to commence and the date when such leave shall be expected to conclude. The leave granted will conclude on that date unless at the discretion of the Board an additional reasonable period of time is granted upon the employee's request for reasons associated with the pregnancy, the birth or for other proper cause.
4. In the case of termination of pregnancy for any reason other than normal birth, the employee shall notify the Board of such circumstances and the Board shall honor a request to return earlier than the date originally established upon a receipt of medical certification by the employee's physician of physical fitness to return to work. The employee will be returned to her position as soon as that position or a position of a similar type is available.
5. All or any portion of a leave taken by an employee because of a medical disability connected with or resulting from her pregnancy may, at the option of the employee, be charged to her available sick leave.
6. (a) In the case of a non-tenured employee, the Board will not be required to grant or extend the leave of absence beyond the end of the school year in which the leave commenced.

ARTICLE XXVI - NOTICE TO PARTIES

Whenever any notice is required to be given by either of the parties to this agreement to the other, pursuant to the provision (s) of this agreement, either party shall do so by telegram or registered letter at the following addresses:

1. If by Association to the Board -

Office of the Superintendent of Schools
17 Erial Road, Blenheim, R.D. No. 1- Box 440G
Blackwood, New Jersey 08012

2. If by the Board, to the Association -

Gloucester Township School Service Personnel Association
17 Erial Road, Blenheim, R. D. No. 1-Box 440G
Blackwood, N.J.: 08012

ARTICLE XXVII - WORK CONTINUITY

- A. The Association agrees that for the life of this contract there shall be no strike, slowdown, sick-out or other similar concerted action, the result of which is a concerted effort or an individual effort by an employee or a group of employees to withhold an employee's or group of employees' services from the Board. There shall also be no individual action, the purpose of which is to induce any employee to engage in the activities prohibited above.
- B. The Association agrees that it will immediately take all necessary steps to terminate any strikes or other concerted activities as noted above and that the Association will condemn such activities.
- C. The Board agrees that for the life of this agreement there will be no lockout of employees or the Association.

ARTICLE XXVIII - MANAGEMENT RIGHTS

- A. All of the powers, rights, prerogatives, duties, responsibilities and authority that the Board had prior to the signing of this agreement are retained by the Board except those contained in this agreement and only to the extent that they are specifically modified by this agreement, and are not contrary to public policy, nor any law of the State of New Jersey.
- B. The Board shall retain the unrestricted right to:
 1. Direct the work of its employees.
 2. Hire, promote, demote, transfer, assign and retain employees in positions within the school district.
 3. Suspend or discharge employees for reasonable cause.

ARTICLE XXXII - EMPLOYEE UNIFORM PROGRAM

The uniform program begun in the previous contract will be conducted for the duration of this agreement for the cafeteria, custodial and maintenance departments. Employees will be given \$40.00 towards the purpose of uniforms. The Board of Education will instruct the employees as to the proper uniform to be purchased and worn by the staff in the above mentioned departments.

ARTICLE XXXIII - AGENCY SHOP

A. Purpose of Fee -

If an employee does not become a member of the Association during any membership year (i.e., from July 1 to the following June 30) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative. The Association will provide the Board with a copy of the procedures for the demand and return system.

B. Amount of Fee -

1. Notification -

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be equal to maximum of 55% of that amount.

2. Legal Maximum -

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee has been set at 55%.

ARTICLE XXXIII - Continued . . .

C. Deduction and Transmission of Fee . . Continued

5. Changes

The Association will notify the Board in writing of any changes in the list provided for in paragraph 1 above and such changes will be reflected in any deductions made no more than the next payroll period after the Board received said notice.

6. New Employees

On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding 30 day period. The list will include names, job titles and dates of employment for all such employees.

D. Indemnification and Save Harmless Provision

1. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article, provided that:

- (a) The Board gives the Association timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and
- (b) The Board will surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability and will cooperate fully with the Association in gathering evidence, securing witnesses, and in all other aspects of said defense.

2. Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

In witness whereof the Association has caused this Agreement to be signed by its President and Secretary and the Board of Education has caused this Agreement to be signed by its President, attested by its Secretary and its corporate seal to be placed hereon:

GLOUCESTER TOWNSHIP BOARD OF EDUCATION

BY

Sam Cuslodis
President

ATTEST:

James W. Lilley Jr
Superintendent

DATE: 2/3/82

GLOUCESTER TOWNSHIP SCHOOL SERVICE PERSONNEL
ASSOCIATION

BY

Norma L. Cocchi
President

ATTEST:

Cheryl L. Backe
Secretary

DATE: 2/3/82

GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

PRINCIPAL'S SECRETARY SALARY GUIDE
12 months (7 hrs. daily)

<u>YEARS</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$5,900	\$6,400
2	6,200	6,549
3	6,400	6,882
4	6,650	7,104
5	7,000	7,400
6	7,350	7,770
7	7,700	8,159
8	8,075	8,547
9	8,450	8,963
10	8,825	9,380
11	9,175	9,796
12	9,650	10,184
13	10,150	10,712
14	10,650	11,267

Employees above the 14th step
will receive an 11% increase
based on 1980-1981 salary.

Employees above the 14th step
will receive an 11% increase
based on 1981-1982 salary.

GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

TEACHER AIDE SALARY GUIDE

<u>YEARS</u>	<u>Teacher Aide/Regular</u>		<u>Teacher Aide/Special Education</u>	
	<u>1981-1982</u>	<u>1982-1983</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$3.35	\$3.60	\$3.40	\$3.65
2	3.44	3.72	3.55	3.79
3	3.55	3.82	3.72	3.94
4	3.72	3.94	3.90	4.13
5	3.89	4.13	4.07	4.33
6	4.06	4.32	4.25	4.52
7	4.25	4.51	4.44	4.72
8	4.44	4.72	4.67	4.93
9	4.67	4.93	4.92	5.18
10	4.92	5.18	5.15	5.46
11	5.15	5.46	5.39	5.72
12	5.43	5.72	5.69	5.98
13	5.72	6.03	5.99	6.32
14	6.03	6.35	6.33	6.65

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GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

CAFETERIA SALARY GUIDE

<u>YEARS</u>	<u>MANAGER</u> <u>16 Rms. & Over</u>		<u>MANAGER</u> <u>Under 16 Rms.</u>	
	<u>1981-1982</u>	<u>1982-1983</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$3.65	\$3.85	\$3.60	\$3.80
2	3.83	4.05	3.77	4.00
3	4.02	4.25	4.02	4.19
4	4.22	4.46	4.17	4.46
5	4.43	4.68	4.33	4.63
6	4.63	4.92	4.48	4.81
7	4.83	5.14	4.64	4.98
8	5.04	5.36	4.80	5.15
9	5.24	5.59	4.95	5.32
10	5.44	5.82	5.11	5.50
11	5.65	6.04	5.26	5.67
12	5.85	6.27	5.42	5.84
13	6.05	6.49	5.57	6.01
14	6.26	6.71	5.72	6.19

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GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

CAFETERIA SALARY GUIDE

<u>YEARS</u>	<u>HELPER</u>		<u>CASHIER</u>	
	<u>1981-1982</u>	<u>1982-1983</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$3.35	\$3.60	\$3.35	\$3.60
2	3.44	3.72	3.44	3.72
3	3.53	3.82	3.52	3.82
4	3.62	3.92	3.60	3.91
5	3.71	4.02	3.67	3.99
6	3.81	4.12	3.75	4.08
7	3.91	4.23	3.83	4.16
8	4.02	4.34	3.91	4.25
9	4.13	4.46	4.00	4.34
10	4.23	4.58	4.08	4.44
11	4.34	4.69	4.17	4.53
12	4.45	4.82	4.25	4.63
13	4.57	4.94	4.36	4.72
14	4.70	5.08	4.45	4.84

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GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

SALARY GUIDE

<u>YEARS</u>	<u>CUSTODIAN</u>		<u>MATRON</u>	
	<u>1981-1982</u>	<u>1982-1983</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$8,650	\$9,300	\$5,600	\$6,000
2	9,047	9,602	5,772	6,216
3	9,351	10,042	5,994	6,406
4	9,678	10,380	6,297	6,653
5	10,067	10,743	6,549	6,990
6	10,524	11,174	6,819	7,269
7	10,937	11,682	7,076	7,569
8	11,290	12,140	7,324	7,854
9	11,586	12,532	7,401	8,130
10	11,945	12,860	7,733	8,215
11	12,300	13,259	7,966	8,584
12	12,654	13,653	8,201	8,842
13	13,121	14,046	8,553	9,103
14	13,474	14,564	8,787	9,494

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GLOUCESTER TOWNSHIP PUBLIC SCHOOLS

SALARY GUIDE

<u>YEARS</u>	<u>DELIVERY PERSON</u>		<u>INVENTORY CONTROL CLERK</u>	
	<u>1981-1982</u>	<u>1982-1983</u>	<u>1981-1982</u>	<u>1982-1983</u>
1	\$8,700	\$9,300	\$9,500	\$10,100
2	9,047	9,657	9,935	10,545
3	9,411	10,042	10,370	11,028
4	9,814	10,446	10,870	11,511
5	10,204	10,894	11,308	12,066
6	10,673	11,326	11,858	12,552
7	11,258	11,847	12,545	13,162
8	11,820	12,496	13,233	13,925
9	12,210	13,120	13,667	14,689
10	12,637	13,553	14,148	15,170
11	13,055	14,027	14,612	15,704
12	13,484	14,491	15,096	16,219
13	14,025	14,967	15,700	16,757
14	14,446	15,568	16,329	17,427

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